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What is the purpose of the NAP?

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The purpose of the NAP is to involve Native Americans in every program, benefit, and service offered by the Forest Service. It involves employment, contracting, recreation opportunities, access to special uses, etc.

The region conducts ongoing evaluations to assure that Native Americans are fairly represented in the work force. However, unlike the other Special Emphasis Programs (Hispanic, Black Emphasis, and Federal Women's) this program is not primarily concerned with employment.

Are there employment goals for Native Americans?

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Native Americans are included in the regional work force analysis to determine if Native Americans are underrepresented in major job categories (professional, administrative, technical, clerical, other, blue collar). This analysis is conducted annually as part of the regional Affirmative Employment Plan (AEP). Pursuant to 29 CFR



The purpose of the NAP is twofold: to expand employment opportunities for Native Americans and to assist Indian communities with forest resource management.

The Southern Region works with eight federally recognized tribes to conduct employment, outreach, and recruitment activities.

1613.203, employment goals are established on the basis of underrepresentation levels and available opportunities. For information on the region's employment goals, please refer to the regional AEP for the current year.

Why do we need a special program for Native Americans?

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To expand the number of Native Americans in the work force and assist Indian communities in the management of their forest resources.

How does the NAP work?

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Coordinated direction comes to the forests from the regional forester's office. Line managers are responsible for implementing direction. Native American Program managers (NAPM's) advise and consult with forest supervisors about the needs of the program on their particular forests. Each forest establishes its own contacts and positive working relationships with Indian communities, tribes, and organizations.

What is the Tribal Government Program?

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The Tribal Government Program (TGP) represents a government-to-government relationship. Tribal governments have a unique legal and political relationship with the Government of the United States, defined by history, treaties, statutes, court decisions, and the U.S. Constitution. Tribal governments have considerable powers that are frequently separate and equal to those of State and local governments, particularly regarding civil and criminal jurisdiction over individuals and corporations.

What is the purpose of the TGP?

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The TGP was established within the Forest Service to:

- maintain a governmental relationship with federally recognized tribal governments;
- implement Forest Service programs and activities honoring Indian treaty rights and fulfill legally mandated trust responsibilities to the extent that they are determined applicable to National Forest System lands;
- administer programs and activities to address and be sensitive to traditional native religious beliefs and practices;
- and provide research, transfer of technology, and technical assistance to Indian governments.

How does the TGP work?

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The Southern Region has eight federally recognized Indian tribes. There are others seeking Federal status. The TGP in the region is merged with the NAP. The program is administered under the guidance and direction of the regional office Civil Rights staff unit, utilizing the support of collateral-duty NAPM's on each of the region's forests. The primary program delivery and tribal contact is conducted through the forest supervisors and their NAPM's, in conjunction with special emphasis/employment-related programs such as outreach and recruitment.

What is the Native American Program? The Native American Program (NAP) emphasizes the relationships between the Forest Service and the Indian tribes or nations in land uses and resources planning, as required by the National Forest Management Act and the Indian Religious Freedom Act.

One goal of the program is to assure that Native Americans are fairly represented in the Forest Service work force.

The regional work force is analyzed to determine whether Native Americans are underrepresented in major job categories. Employment goals are revised annually.





Who are the NAP manager's in the Forest Service, Southern Region, and forests?

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In the locations listed below, they are:

Washington Office

Name

Telephone Number

Regional Office

Name

Telephone Number

Forest / District

Name

Telephone Number

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For further information,
check your unit's AEP,
FSM 1700, FSH 1709.11,
or contact your unit's
civil rights office.

Telephone: 404/347-7358
FTS 404/347-7358



USDA Forest Service

Southern Region
1720 Peachtree Rd., NW
Atlanta, Georgia 30367-9102



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